

ARTICLE 3.11 VOLUNTARY WORK FURLOUGH

CURRENT LANGUAGE:

- I. WCE represented employees ("Employees") may request up to two days (16 hours) of voluntary furlough, excluding those that have already elected to participate in the City's Voluntary work furlough program. Requests must be made in day (8 hour) increments. The voluntary furlough may be taken in the same manner as vacation leave. Voluntary furlough must be taken before any other leave balances are used, excluding sick leave balance usage. The voluntary furlough must be taken before the end of the 2012-2013 fiscal year.
- II. Employees who, through no fault of their own, were not allowed by the City to take the voluntary furlough during the 2012-2013 fiscal year, may carry over the unused hours into the 2013-2014 fiscal year. To be eligible for carryover, employees must demonstrate in writing that they requested voluntary furlough during the 2012-2013 fiscal year and that the Appointing Authority denied their requests.
- III. Employees who request voluntary furlough under paragraph I, shall receive a matching number of (up to two (2)) paid special leave days. Employees who have already elected to participate in the City's Voluntary Work Furlough program will automatically be credited with 2 days (16 hours) of paid special leave on the first full pay period to include December 1, 2012.
- IV. Employees may not have accrued more than five (5) days (40 hours) voluntary furlough during the 2012-2013 fiscal year.
- V. The period in which to enroll for voluntary furlough under this section shall begin November 1, 2012 and end November 21, 2012. Employees shall have the appropriate number of voluntary furlough hours and paid special leave days credited to them on the first full pay period to include December 1, 2012. The City shall then begin payroll deductions for the voluntary furlough under this section the first pay period of January 2013. There is no deadline for the use of the two special leave days.

CONCERN:

Potential staffing impacts as a result of additional time off above forty (40) hours elected as part of the City's Voluntary Work Furlough program.

TENTATIVE AGREEMENT

UNION

MANAGEMENT

CITY OF CHULA VISTA PROPOSAL TO WCE

ARTICLE 3.11
DATE: 05/08/2013

PROPOSED LANGUAGE:

- ~~VI. WCE represented employees ("Employees") may request up to two days (16 hours) of voluntary furlough, excluding those that have already elected to participate in the City's Voluntary work furlough program. Requests must be made in day (8 hour) increments. The voluntary furlough may be taken in the same manner as vacation leave. Voluntary furlough must be taken before any other leave balances are used, excluding sick leave balance usage. The voluntary furlough must be taken before the end of the 2012-2013 fiscal year.~~
- ~~VII. Employees who, through no fault of their own, were not allowed by the City to take the voluntary furlough during the 2012-2013 fiscal year, may carry over the unused hours into the 2013-2014 fiscal year. To be eligible for carryover, employees must demonstrate in writing that they requested voluntary furlough during the 2012-2013 fiscal year and that the Appointing Authority denied their requests.~~
- ~~VIII. Employees who request voluntary furlough under paragraph I, shall receive a matching number of (up to two (2)) paid special leave days. Employees who have already elected to participate in the City's Voluntary Work Furlough program will automatically be credited with 2 days (16 hours) of paid special leave on the first full pay period to include December 1, 2012.~~
- ~~IX. Employees may not have accrued more than five (5) days (40 hours) voluntary furlough during the 2012-2013 fiscal year.~~
- ~~X. The period in which to enroll for voluntary furlough under this section shall begin November 1, 2012 and end November 21, 2012. Employees shall have the appropriate number of voluntary furlough hours and paid special leave days credited to them on the first full pay period to include December 1, 2012. The City shall then begin payroll deductions for the voluntary furlough under this section the first pay period of January 2013. There is no deadline for the use of the two special leave days.~~

RESULT:

City will no longer provide additional voluntary work furlough hours outside of those offered as part of the City's Voluntary Work Furlough program.

TENTATIVE AGREEMENT

UNION

MANAGEMENT